

May 23, 1947

To: Mr. John Byers, DP
From: Harold Weisberg
Subject: Appeal from personnel action

On May 15 I was informed by the Acting Chief of DRA, Mr. Donald Dozer, that I had been selected for separation from the division and possibly from the Department.

This decision is in apparent disregard of my standing as an overseas veteran with 10 years of government seniority, including military service. I desire to appeal this decision because:

- 1) It is motivated by prejudice;
- 2) It violates regulations;
- 3) It seeks to accomplish an improper separation under the guise and protection of a reduction in force.

Examination of the Department's files, especially those of DP, will reveal that DRA has never ended its persistent efforts to get rid of me for the stated reason that I do not possess a doctorate. Mr. R. D. Hussey, Division Chief, so informed me on our very first meeting a year ago, before he had seen so much as a sentence of my work. He communicated his desire to DP on a number of occasions, both verbally and in writing.

During the past year I have been subjected to a number of pressures and threats in an effort to persuade me to leave after DP refused to comply with the division's request. These include:

- 1) Refusing to assign work to me;
- 2) Refusing to consider all my work in the efficiency rating;
- 3) Prolonged withholding of research data basic to a major project on which I was working;
- 4) Misrepresenting my competence in monthly reports;
- 5) Threatening to give me a low efficiency rating;
- 6) Giving me a low efficiency rating, preparing it without even pro-forma compliance with regulations.

Last summer, after being threatened with this low efficiency rating, I discussed with Mr. Merle of DP the division's efforts to get rid of me while processing papers for new non-veteran personnel. Mr. Merle informed me that DP had approved these actions only after receiving assurances that my status would not be jeopardized thereby. The threat of separation is a violation of these assurances.

On May 15 Mr. Dozer assembled the division and announced that an impending appropriations cut forced DRA to separate five persons. He stated that three were selected because they planned to leave soon in any event and the other two because they had the lowest efficiency ratings in the division. When questioned about the latter point, Mr. Dozer repeated that efficiency ratings were the basis of selection.

Thereafter, on at least five separate occasions, he has maintained this position in conversations with me. The most recent occasion was last night. Even though I informed him that this basis was improper, not until the fourth of these talks did he suggest that any other factor was considered, though he still insisted that the controlling and basic reason was efficiency rating.

In the face of this repeated stand, any other statement or reasons that may be advanced by the division to justify this act are subterfuges and constitute an effort to achieve an otherwise unattainable end under the cloak of reduction in force.

Examination will also reveal that those persons who intended to leave in any case were separately informed by the division that, if they did not wish to leave, they would be retained. The fourth person selected confirms that Mr. Dozer cited her efficiency rating as the sole basis in her case.

In addition, Mr. Dozer admitted at the meeting that these actions involved no consideration of veterans' rights or retention registers.

Yesterday you informed me that the division had denied making the statements I attributed to it. Immediately, I spoke to other members of the staff. They will substantiate my statements to you. Because my integrity is at stake, I urge you to satisfy yourself that I have been completely honest with you and others in DP.

I address this appeal to you, not only that the justice I seek be done me, but also in the hope that thereby the integrity of departmental personnel actions be maintained and the rights of individual employees be preserved.

Herold Weising